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1990 Personnel Division  
State of Montana  
1990 Salary Survey  
report

**STATE OF MONTANA**

**1990**

**SALARY SURVEY**

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# **STATE OF MONTANA**

**1990**

## **SALARY SURVEY**

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**December 1990**



## I. INTRODUCTION

Every two years the State Personnel Division conducts a survey of salaries paid by Montana employers and by surrounding state governments. The purpose of the survey is to compare state employee's pay with pay provided by other employers.

The state must compete with other employers in the job market for qualified and experienced employees. In an increasingly complex environment, the quality of services provided by the state is impacted by the quality, experience and expertise of its workforce.

The survey is a snapshot of a dynamic and changing labor market. It is the information source used to determine if state compensation is competitive. The 1990 survey differs from previous surveys in that it includes benefit information and results from a more limited survey area recommended by the 1990 Committee on State Employee Compensation. This survey area is surrounding states (Idaho, Wyoming, North and South Dakota) plus the state of Washington which was considered by the Committee to be competing with Montana for employees.

## II. SURVEY RESULTS

### A. MONTANA'S SALARIES COMPARED TO SALARIES OF OTHER EMPLOYERS

#### 1. Overall Comparison

Montana's overall competitive position with regard to salary is best described by a compa-ratio. This ratio compares Montana state average salaries to the average salaries of other employers for similar jobs. The overall compa-ratio for other in-state employers for 1989 is 90.7 percent. This means the state of Montana pays, on the average, 90.7 percent of what other Montana employers pay for similar jobs. Montana pays 79.4 percent of the average salaries paid by the 12 states surveyed, 82 percent of the average salaries paid by the 12 states combined with Montana employers, and 87.3 percent of the average salaries paid by the 5 states combined with Montana as recommended by the Pay Committee.

If you worked for the state of Montana and your monthly salary was \$1000 per month, you could generally expect to increase your monthly salary by \$259.45 per month if you worked for another state government in the 12-state survey, \$145.48 per month if you worked for an employer in the 5-state survey combined with Montana area and \$102.54 per month if you worked for another employer located in Montana. However, the percentage

increase you could expect would vary with your grade level as described in Section 2.

## 2. Comparison By Grade

Generally, the state of Montana must compete in a broader market, including surrounding states, for mobile professionals and managers and more locally, within the state, for less mobile clerical and semi-skilled employees.

Graph #1, Montana Average Salaries Compared to 12-State Survey Average Salaries, shows for each grade the relationship of average Montana State employee salaries compared to average salaries in the twelve-state market (including Montana employers). Graph #2, Montana Average Salaries Compared to 5-State Survey, shows the relationship of average Montana State salaries compared to average salaries in the 5-state market (including Montana employers). Graph #3, State of Montana Average Salaries Compared to Other Montana Employers' Average Salaries shows the comparison to other Montana employers only. All three graphs illustrate that salaries for positions below grade 12 (clerical and semi-skilled) are closer to the going rates for all market areas than positions above grade 12 (professional and/or administrative). For the combined markets, (graph #1 and #2), this is partially due to inclusion of more out-of-state jobs in the salary survey for upper grades, but as graph #3 shows upper grades are farther behind market rates in the Montana only market. This is due to salary compression.

Salary compression is a narrowing of the percentage differences between upper and lower salaries. This has resulted from flat dollar additions to the salary matrix rather than straight percentage additions which preserve the relationship between grades. Upper grades (12-22) have consequently fallen further behind market salaries for similar jobs than the lower grades that have not experienced this compression.

## 3. Comparison By Step

The previous graphs show where average state salaries lie in comparison to market salary rates for similar jobs in various markets. These averages, however, do not represent typical state employees' actual salaries because most employees are paid near the entry level, step 2 or toward the upper end of the pay scale at steps 12 and 13 with very few employees actually paid near the middle of the salary range. Forty-four percent (44 percent)

of state employees are paid at step two or three of the salary matrix while a smaller group of employees, seventeen percent (17 percent), are clustered at step twelve of the pay matrix.

4. Comparison by Occupation

Comparison of average state salaries and average salaries of surveyed employees by benchmark classes are presented in the attached appendix. For each job class surveyed, the appendix provides information on each the Montana State salary range and average salary compared to the average salary of other employers (compa-ratio). The compa-ratio is shown for: 1) Montana employers; 2) 12 surrounding state governments; 3) 12-state governments plus Montana; and 4) 5-state governments plus Montana.

For example, on the page illustrating grade 11 in the appendix, the average monthly salary of Engineering Tech I's employed by the state is shown as \$1382. The range of Montana salaries in this occupation and others in grade 11 is from \$1341 to \$1853 per month. The compa-ratio (actual/market) of 89.9 percent is the comparison of the state's actual average salary of \$1382 per month to the survey weighted average of \$1537 per month for other employers within Montana. For this job class, Montana State pays 89.9 percent of what other Montana employers pay. This same job is also compared to average salary offered by three other markets with a similar job. The comparison of the average salary of 12-state governments results in a compa-ratio of 63.6 percent, a comparison to the combination of 12-state governments and Montana employers results in a compa-ratio of 64 percent and a comparison to five-state governments and Montana results in a compa-ratio of 91.5 percent.

Montana state government pays significantly less for most occupations than either Montana employers or other state governments. Of those job classes with in-state matches, 61 percent have a state average salary that is less than 95 percent of the average salary paid by other employers. Of those job classes with other state government matches, 87 percent have an average salary that is less than 90 percent of the average salary paid by other state governments.

Most technical and professional occupations fall dramatically behind the 12-state market with a compa-ratio below 80 percent. The Lawyer II class, grade 15 is the occupation that is furthest behind market with a compa-ratio of 54.8 percent for combined 12-state market and 76.3 percent behind in the combined 5-state market. This occupation is closely followed by

Architect II's, Hydrologists, Right-of-Way Agent IV's and Survey Aide II's that are all 60 percent below the 12-state market.

B. CHANGES IN COMPETITIVE POSITION OVER THE LAST DECADE

The 1990 salary survey results show continued decline in Montana's ability to compete in the job market. In 1980, Montana's compensation was on average seven percent (7 percent) (compa-ratio of 93 percent) below the in-state market and approximately 11.5 percent (compa-ratio of 89.5 percent) below neighboring-states' pay.

Now Montana State average salaries lag those of in-state employers by 9.3 percent (compa-ratio of 90.7 percent). They lag those of 12 other state governments by 20.6 percent (compa-ratio of 79.4 percent). Although the job classes and employers surveyed have changed somewhat from the 1980 to 1990 surveys the two surveys are not directly comparable, the indicated decline in competitive position appears to reflect an actual decline.

C. MONTANA'S TOTAL COMPENSATION COMPARED TO SURROUNDING STATES

1. Comparison of Total Compensation Package - (Salary & Benefits)

This year's survey combines total average dollars provided for salaries and benefits by the state of Montana and compares this total compensation package to other states. This comparison is made to determine if Montana state government makes up in benefits what it lacks in salary.

The result of the survey indicates that Montana's total average benefits package (excluding workers' compensation and unemployment insurance) costs approximately \$7,414 dollars per full-time employee and is 36.56 percent of the average salary. The annual benefit contribution (\$7,414) is the second lowest of twelve states, as shown in chart #4, "Comparison of Annual Benefit and Salary Contributions." Adding benefit dollars to salary dollars does not produce a more competitive compensation package. Montana's average annual total compensation package of \$27,695 ranks above only South Dakota's (\$25,118) and is well below the average for all surveyed states. See chart #5, Comparison of Total Compensation. As discussed in the next section, however, this picture may be misleading.

2. Comparison of the Value of Health Benefits

Total employer dollars spent on salary and benefits is an easy way to compare total compensation packages. However, in the case of benefits, the amount of money spent by the employer is not a good measure of the benefits provided to the employee.

A better measure of the value of health insurance benefits is the average out-of-pocket expenses of employees for premiums, and maximum out-of-pocket expenses for deductibles and co-payments (medical expenses not covered by the plan).

Comparison of premiums (chart #6) shows that Montana State employees make no out-of-pocket contribution to premiums for employee only coverage while employees of 8 of the 12 surveyed states make some contribution. Employees of three states contribute over \$40.00 per month. For family coverage, state of Montana employees contribute less than 8 of the 12 states surveyed and continue to do so after the \$10 increment effective September 1, 1990, (after the survey), bringing the employee family contribution to \$53.00. Employee contributions required by the 8 high-contributing states range from \$79.83 to \$222.25 with most in the \$100 per month vicinity.

Comparison of benefit packages show that Montana benefits compare favorably with those of other states spending more money. This is shown by maximum annual out-of-pocket expenses that could be experienced by individuals and families through deductible and co-payment requirements. See chart #7, Comparison of Out-of-Pocket Expenses. Under the Montana State plan, an individual employee's annual out-of-pocket expenses are limited to \$650 annually and family expenses are limited to \$1450 annually. Beginning September 1, 1990, (after the survey), the maximum out-of-pocket costs increased to \$800 annually for individuals and to \$1775 annually for families.

Even with these post-survey changes, Montana's out-of-pocket maximums for individuals (\$800) will move Montana from lowest maximum out-of-pocket expenses to a tie with South Dakota for second lowest maximum. Oregon offers the lowest out-of-pocket maximum of \$700 per individual. The Montana State plan's out-of-pocket expense maximum for families was second lowest at the time of the survey and after the post-survey increase will be fourth lowest assuming other states have not increased their maximums.

3. Comparison of the Value of Retirement Benefits

A comparison of contributions by states to retirement benefits puts Montana fifth lowest with a State contribution of 6.42 percent of salary. See chart #8, Part 1, Comparison of Retirement Benefits. The states of Washington, Minnesota and South Dakota currently contribute less than Montana, while the leader, New Mexico contributes twice as much at 13.8 percent.

Retirement benefits should also be measured by the benefits received and not just by the actual cost to the employer.

As indicated in Chart 8, Part 2, Montana's pension benefit is 1.78 times the years of service times the final average salary (1.78 X yrs X FAS). The final average salary is determined to be the highest salary ever received for 36 consecutive months of service.

Comparing benefit formulas or the multiplier that determines the benefit rate of return, Montana's rate of 1.78 percent is greater than five of the twelve states, Minnesota at 1.5 percent, South Dakota at 1.25 percent, Oregon and Idaho at 1.67 percent and North Dakota at 1.65 percent. The leader is New Mexico with 2.50 percent.

Of the seven states with more favorable formulas, two (Colorado and Nevada) have no social security benefits and one (Utah) is integrated with social security. This integration results in receiving less benefit than if both plans are paid separately. Montana's pension plan is not integrated, so the result is receiving maximum benefits from each plan.

The largest determining factor for retirement benefit is the final average salary. Since Montana's salaries are lower than most states, the actual retirement benefit received by employees can be less than those states with a less favorable retirement formula and higher salaries.

Montana's and Wyoming's retirement plans are the only two plans of the states surveyed that permit early retirement at age 50. However, the State of Wyoming has a more substantial reduction. See Chart #8, Comparison of Retirement Benefits.

The Montana plan also provides a disability retirement benefit. Only two of the 12 surveyed states (Nevada and Oregon) provide a comparable disability retirement benefit. Seven of the twelve states surveyed do not offer any type of disability retirement while three states offer a limited program.

It should be noted that in exchange for the favorable benefits received, Montana State employees make the third highest percentage contribution behind only New Mexico and Colorado (a no social security state). Montana State employees' contribution is scheduled to increase to 6.7 percent by July 1, 1993, equal to New Mexico.

### III. SURVEY DESIGN & METHODOLOGY

#### A. SURVEY QUESTIONS

Questions on employee benefits were added to the survey questionnaire to compare the state's total compensation of salary and benefits to compensation provided by other employers.

Since private sector benefit packages are not comparable to public sector benefit packages due to profit sharing options etc., a comparison of benefits was restricted to other state governments. The information provided in response to the survey was supplemented by the 1990 National State Employee Health Benefit Plan Survey, 1989 Survey of State Employee Benefit Plans by the Martin E. Segal, Co. and the 1989 Joint Publication of the National Association of State Retirement Administrators and National Council on Teacher Retirement.

#### B. JOB CLASS SALARY SURVEY

The function of this year's survey was to provide a data base that could be relied upon by an interim committee created in the 1989 legislative session to study state employee compensation issues. The survey was designed for possible use in developing a new pay matrix and data was consequently tabulated for grades rather than Equal Employment Opportunity occupational categories as in the previous survey. Due to the changes that were made in this salary survey, comparisons to previous survey data should be made with caution.

Since there are more than 1550 different job classifications available within state employment, the survey selected "benchmark" positions that represented a mix of occupations and skills found in the state's workforce. The resulting ninety benchmark positions represented jobs in various occupational categories and grade levels. These occupations are used by the following types of employers:

Construction, Manufacturing and Mining  
Utilities  
Restaurants and Retail

Transportation  
Wholesale trade  
Service/Hotels

Banking, Finance and Real Estate	Education
Cities and Counties	Engineers/Architects
Hospitals and Health Care	Retail
Other State Governments	

### C. Survey Methodology

Classes surveyed included a diverse mix of occupations and skill levels that required a sampling technique called a stratified random sample. This two-step process first separated jobs that could be matched to occupations within the state and then directed those jobs to specific types of employers that would more than likely have similar jobs.

Surveys were mailed to 560 in-state companies in industries that were identified as having possible matches to state jobs. In addition to the in-state companies, surveys were also mailed to twelve other state governments located in the western geographic region of the United States. The 1990 surveyed states were North Dakota, Colorado, Arizona, Wyoming, Nevada, South Dakota, Minnesota, Oregon, Utah, Washington, Idaho and New Mexico. This differs from the 1989 survey that did not include South Dakota, Oregon and Washington.

The 1989 salary survey response rate from in-state companies consisted of a thirty percent return rate (173 companies responded to the 561 questionnaires) and a one hundred percent (12 of 12) rate of return was achieved from other state governments.

### D. SALARY COMPARISONS

Comparisons between average state salaries and average survey salaries are reported as "compa-ratios." This is actual average salaries paid to state employees divided by weighted survey average salaries. The weighted survey average consists of total salaries paid for each job divided by the number of employees in that job.

The survey data results were separated into various market areas for comparisons:

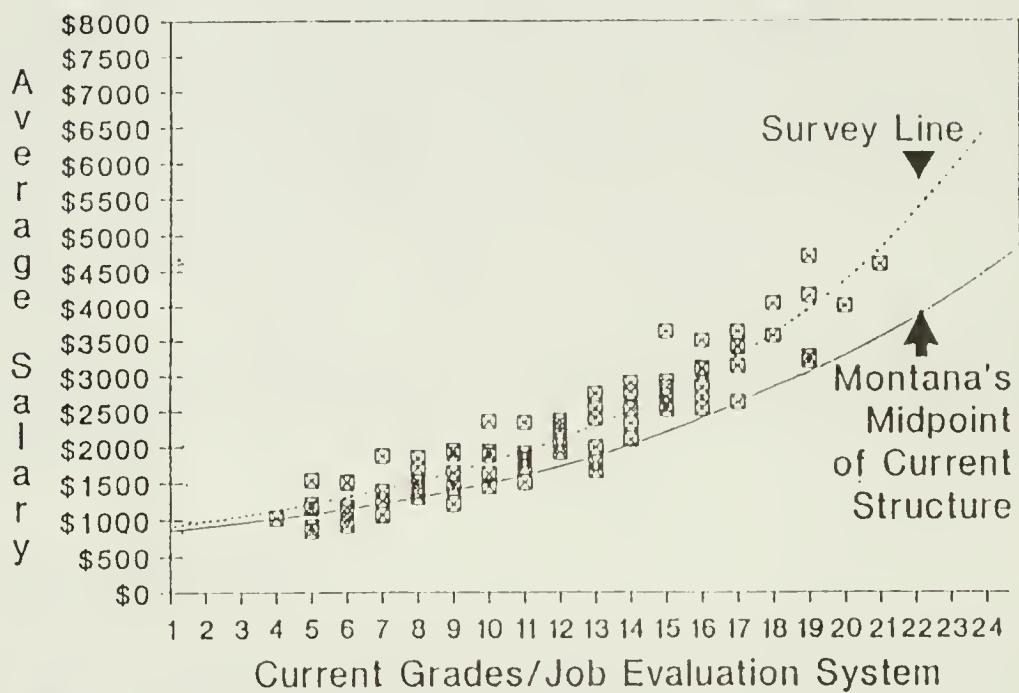
1. Employers Within Montana - This market is the smallest geographical area and considered the "local market area." It is defined as employers within the state of Montana only. This includes both private and public employers.
2. Twelve State Governments - This market includes data from all twelve state governments but NOT employers from within Montana.

3. Combined Twelve & Montana - This market includes data from all twelve state governments along with employers from within Montana. This represents the largest geographical region.
4. Combined Five & Montana - This market includes data from five states (North Dakota, South Dakota, Wyoming, Idaho and Washington) along with employers from within Montana. This is the market considered by the Committee on State Employee Compensation to be the most appropriate.

Attached in the appendix is a chart comparing each job classification to the various markets. It is important to note that only 35 job matches were achieved for both in-state and out-of-state employers so that the combined market figures for a single job class typically reflect only one market. Along with the job class compa-ratio, an average compa-ratio is provided for each grade. The combined market compa-ratios for entire grades better reflect combined markets except for grades 18 and above. For job classes at these grades, only out-of state matches are possible because there are no in-state counterparts.

GRAPH #1

State of Montana Average Salaries Compared  
To 12-State Survey Average Salaries



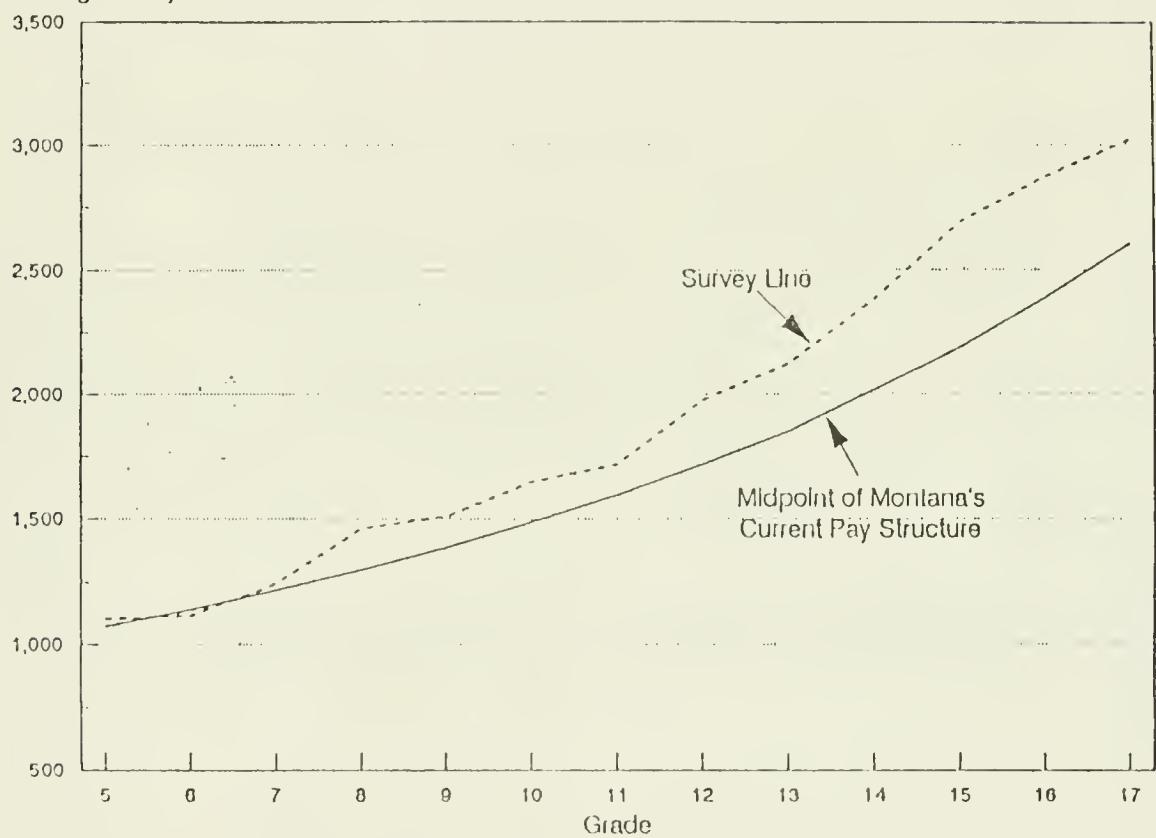
Dots Represent Jan 1990 Survey Results

Source: The Waters Consulting Group, Dallas, Texas

**GRAPH #2**

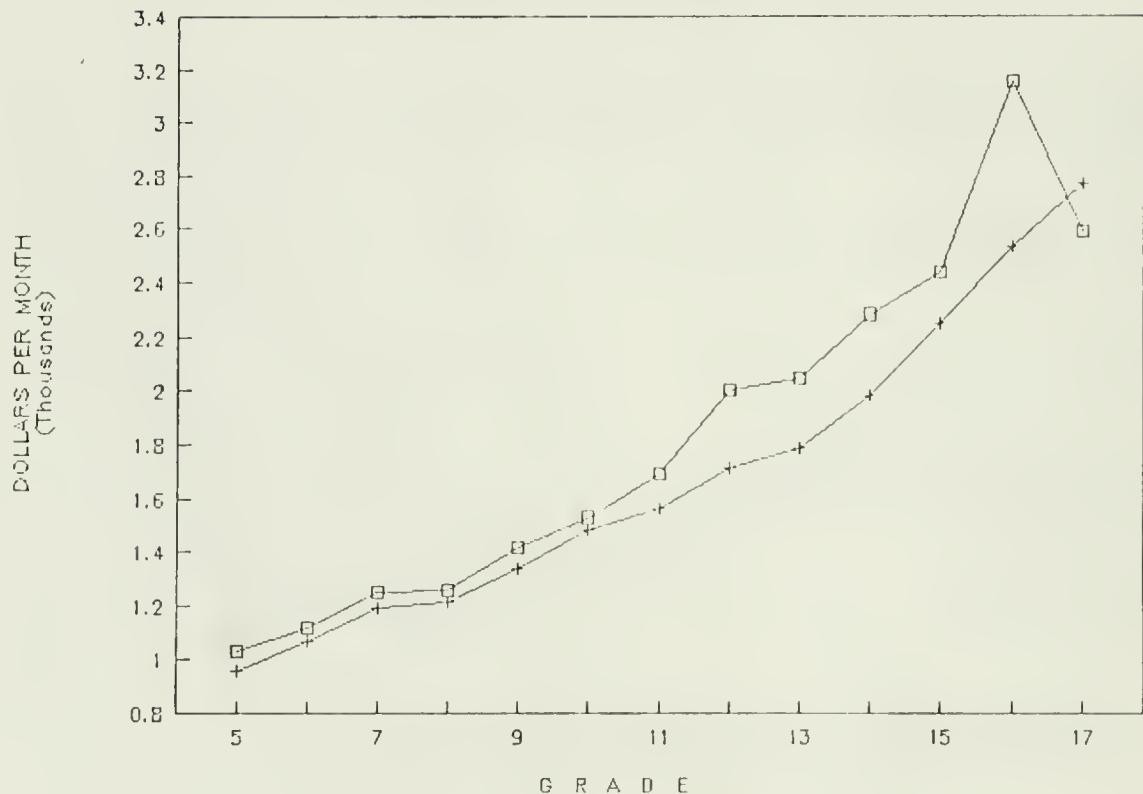
State of Montana Average Salaries Compared  
To 5-State Survey Average Salaries

Average Salary In Dollars Per Month



### GRAPH #3

#### State of Montana Average Salaries Compared To Other Montana Employer's Average Salaries



Square = Montana Employers Average Salaries  
Plus = State of Montana Average Salaries

## CHART #4

### COMPARISON OF ANNUAL BENEFIT AND SALARY CONTRIBUTIONS

State	Health/Dental/Life		Retirement Plan		Annual/Holiday/Sick		FICA		Total Benefit Package		Average Salary	Ave. Salary & Benefits
	MT	\$1,560	7.69%	\$1,301	6.42%	\$3,002	14.80%	\$1,551	6.65%	\$ 7,414	36.56%	
ND	\$2,395	12.00%	\$1,820	9.12%	\$2,840	14.23%	\$1,527	7.65%	\$ 8,582	43.00%	\$19,956	\$28,538
CO	\$ 972	3.44%	\$3,446	12.20%	\$3,658	12.95%	\$ 0	0.00%	\$ 8,076	28.59%	\$28,248	\$36,324
AZ	\$2,790	12.40%	\$ 450	2.00% *	\$3,128	13.90%	\$1,721	7.65%	\$ 8,089	35.95%	\$22,500	\$30,589
WY	\$1,338	6.00%	\$1,672	7.50%	\$3,121	14.00%	\$1,706	7.65%	\$ 7,837	35.15%	\$22,296	\$30,133
NV	\$2,050	8.19%	\$4,181	16.70%	\$3,330	13.30%	\$ 0	0.00%	\$ 9,561	38.19%	\$25,036	\$34,597
SD	\$1,033	5.46%	\$ 946	5.00%	\$2,763	14.60%	\$1,448	7.65%	\$ 6,190	32.71%	\$18,928	\$25,118
MN	\$2,966	10.60%	\$1,427	5.10%	\$4,421	15.80%	\$2,140	7.65%	\$10,954	39.15%	\$27,979	\$38,933
OR	\$3,148	13.00%	\$1,453	6.00%	\$3,390	14.00%	\$1,853	7.65%	\$ 9,844	40.65%	\$24,216	\$34,060
UT	\$2,891	12.15%	\$2,813	11.82%	\$3,664	15.40%	\$1,820	7.65%	\$11,188	47.02%	\$23,795	\$34,983
WA	\$3,093	11.70%	\$1,613	6.10%	\$3,463	13.10%	\$2,022	7.65%	\$10,191	38.55%	\$26,436	\$36,627
ID	\$1,778	7.30%	\$2,165	8.89%	\$3,386	13.90%	\$1,863	7.65%	\$ 9,192	37.74%	\$24,357	\$33,549
NM	\$2,216	10.60%	\$2,891	13.83%	\$3,052	14.60%	\$1,599	7.65%	\$ 9,758	46.68%	\$20,904	\$30,662
Average	\$2,172	9.27%	** \$1,810	7.98%	\$3,324	14.20%					\$23,456	\$30,966

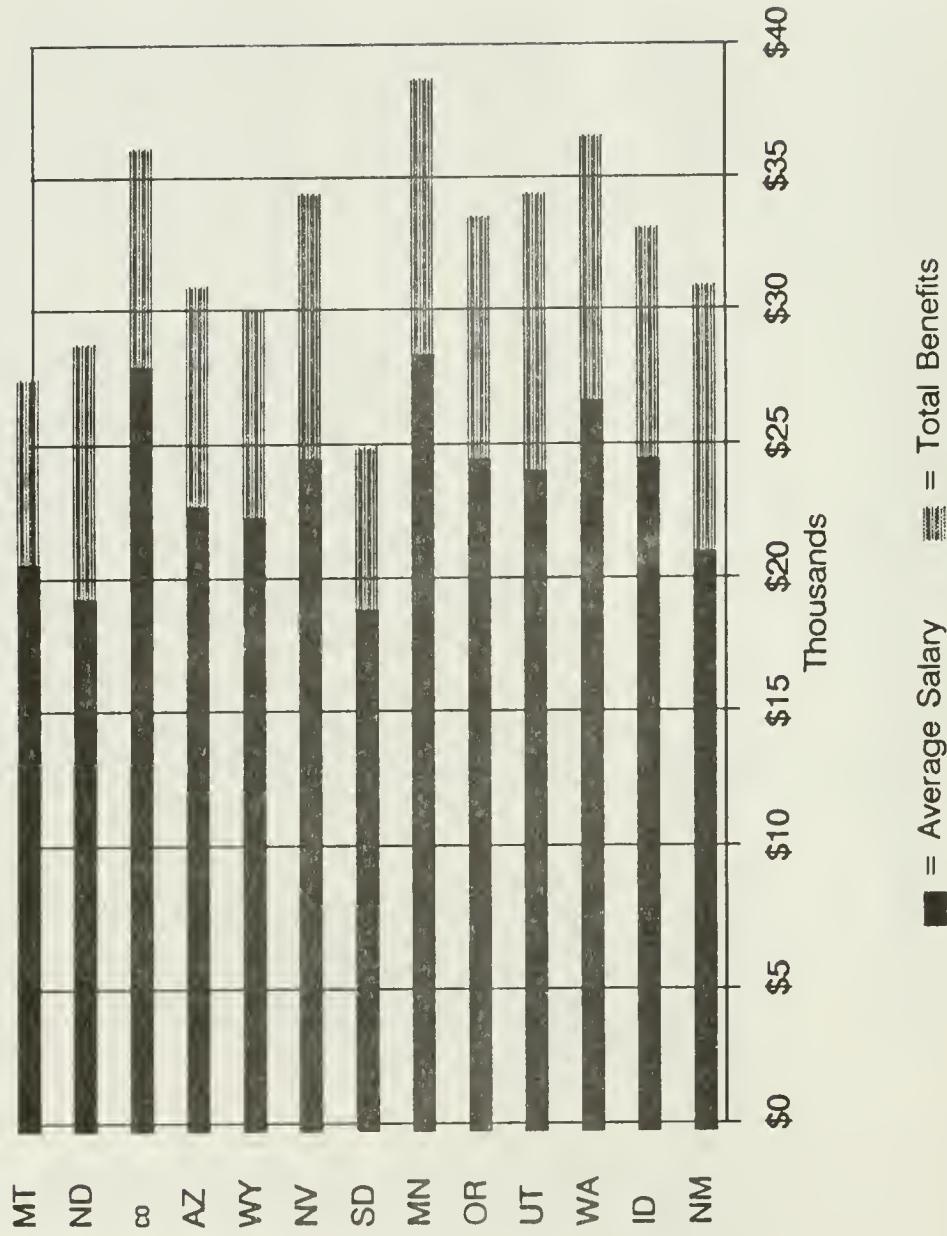
\* Temporarily reduced due to over funding. Normal percent is 7%.

\*\* Excludes CO & NV whose contribution's are unusually high because they do not contribute to Social Security.

CHART #5

COMPARISON OF TOTAL COMPENSATION

SALARY AND BENEFITS  
Survey Results



■ = Average Salary      ■ = Total Benefits

State of Montana Survey, January 1990

CHART #6

**COMPARISON OF PREMIUMS**

**STATE OF MONTANA SURVEY**  
Survey Results  
January 1990

Survey Participant	<u>Medical Plan - Largest Indemnity</u> (Reimbursement for Services)		Employee Contribution Employee Only	Employee Contribution Employee & Family		
	<u>Employer Contribution</u>					
	Employee Only	Employee & Family				
MT - 1990	\$ 99.00	\$ 112.80	\$ 0.00	\$ 43.20		
MT - 1991	\$ 119.00	\$ 132.80	\$ 0.00	\$ 53.20		
ND	\$ 99.82	\$ 280.39	\$ 0.00	\$ 0.00		
CO	\$ 65.68	\$ 65.68	\$ 43.08	\$ 222.25		
AZ	\$ 137.20	\$ 288.22	\$ 11.00	\$ 90.00		
WY	\$ 100.00	\$ 100.00	\$ 18.20	\$ 179.06		
NV	** \$ 168.50	\$ 168.50	\$ 0.00	\$ 120.00		
SD	** \$ 79.97	\$ 79.97	\$ 0.00	\$ 171.00		
MN	* ** \$ 89.94	\$ 208.61	\$ 40.60	\$ 79.83		
OR	** \$ 146.62	\$ 230.14	\$ 0.00	\$ 0.00		
UT	** \$ 101.00	\$ 278.06	\$ 11.22	\$ 30.89		
WA	** \$ 106.72	\$ 293.98	\$ 0.00	\$ 0.00		
ID	\$ 110.50	\$ 110.50	\$ 1.00	\$ 95.99		
NM	\$ 80.36	\$ 214.87	\$ 43.27	\$ 115.72		

\* Rates vary by plan and by county. Rates listed above represent Twin Cities Indemnity Plan.

\*\* Data obtained from 1990 National State Employee Health Benefit Plan Survey conducted by the Martin E. Segal Co.

CHART #7

**COMPARISON OF OUT-OF-POCKET EXPENSES**

**STATE OF MONTANA SURVEY**  
 Survey Results  
 January 1990

Survey Participant	Annual Individual Deductible	Annual Family Deductible	Co-Insurance Each Plan Member Must Pay		Family Co-Insurance Maximum		Out-of-Pocket Maximum Individual		Annual Out-of-Pocket Maximum Family
			20%	\$ 450	\$ 500	\$ 1,000	\$ 650	\$ 800	
MT - 1990	\$ 150	\$ 450	20%	\$ 450	\$ 500	\$ 1,000	\$ 650	\$ 800	\$ 1,450
MT - 1991	\$ 175	\$ 525	25%	\$ 625	\$ 625	\$ 1,250	\$ 800	\$ 1,200	\$ 1,775
ND	\$ 150	\$ 450	20%	\$ 1,000	\$ 1,000	\$ 2,000	\$ 1,150	\$ 1,150	\$ 2,450
CO	\$ 150	\$ 300	20%	\$ 1,000	\$ 1,000	\$ 2,000	\$ 1,150	\$ 1,150	\$ 2,300
AZ	\$ 200	\$ 400	20%	\$ 800	\$ 800	\$ 2,600	\$ 1,000	\$ 1,000	\$ 3,000
WY	\$ 250	\$ 500	* 25%	* \$2,500	* \$2,500	* \$ 5,000	* \$2,750	* \$2,750	* \$ 5,500
NV	\$ 200	\$ 400	20%	\$ 7,500	\$ 7,500	** \$15,000	\$ 7,500	\$ 7,500	** \$15,000
SD	\$ 200	\$ 500	20%	\$ 600	\$ 600	** \$1,200	\$ 800	\$ 800	** \$1,600
MN	* \$ 300	* \$ 600	* 30%	* \$3,000	* \$3,000	* \$6,000	* \$3,300	* \$3,300	* \$6,600
OR	\$ 100	\$ 300	* 20%	* \$ 600	* \$ 600	** \$1,200	*** \$ 700	*** \$ 700	** \$1,400
UT	\$ 0	\$ 0	30%/10% Hosp.	\$1,000	\$1,000	\$2,000	\$1,000	\$1,000	\$2,000
WA	\$ 100	\$ 300	* 20%	\$ 800	\$ 800	\$1,700	\$ 900	\$ 900	\$2,000
ID	\$ 110	\$ 330	20%	\$1,050	\$1,050	\$1,990	\$1,160	\$1,160	\$2,430
NM	\$ 125	\$ 375	20%	\$1,200	\$1,200	\$1,200	\$1,325	\$1,325	\$1,575

\* Applies to services outside Preferred Provider Organization network, non-member medical care.

\*\* Out-of-pocket maximum may be higher. Co-payment required for each family member.

\*\*\* Data obtained from 1990 National State Employee Health Benefit Plan Survey conducted by the Martin E. Segal, Co.

## CHART #8 - PART 1

### COMPARISON OF RETIREMENT BENEFITS

#### STATE OF MONTANA SURVEY Survey Results January 1990

Survey Participant	Employer Contribution	Employee Contribution	Years of Service For Full Vesting	Early Retirement		Full-Benefit Retirement Minimum Age	Years of Service
				Minimum Age	Years of Service		
MT	*****6.42%	*****6.30%	5	50	or 25	60	or 30
ND	9.12%	**** 4.00%	5	*** 55		Age + Yrs Serv = 90	
CO	12.20%	8.00%	5	*** 60		55	and 30
AZ	* 2.00%	2.00%	5	*** None		62	and 10 and 25
WY	7.50%	3.75%	4	*** 50 **		60	
NV	19.00%	0.00%	10	*** None		55	and 30
SD	5.00%	5.00%	5	*** 55		60	and 25
MN	4.50%	4.34%	5	*** 55		62	and 30
OR	10.22%	6.00%	5/10	*** 55		55	and 30
UT	11.80%	0-6.00%	4	*** 60		65	or 30
WA	6.10%	5.00%	5	*** None		55	and 25
ID	8.90%	5.34%	5	*** None		Age + Yrs. Serv = 90	
NM	13.80%	6.70%	5	*** None		65	or 25

\* Temporarily reduced due to over funding. Normal percent is 7%.

\*\* 56% reduction in benefit.

\*\*\* Data obtained from 1989 Joint Publication of the National Association of State Retirement Administrators and National Council on Teacher Retirement.

\*\*\*\* Montana Employee Contribution is scheduled to change to 6.42% on 7/1/91, 6.55% on 7/1/92, and 6.7% on 7/1/93.

\*\*\*\*\* Montana Employer Contribution is scheduled to change to 6.55% on 7/1/92 and 6.7% on 7/1/93.

CHART #8 - PART 2

**COMPARISON OF RETIREMENT BENEFITS**

**STATE OF MONTANA SURVEY**  
Survey Results  
January 1990

Survey Participant	<u>Pension Benefits Formula</u>	Disability Retirement		Number of Years in FAS*	Social Security Coverage Y = Yes N = No	Pension Benefit Reduced by Social Security Benefit	
		Ltd = Limited	Y = Yes N = No			Y	N
MT	<b>1.78 x YRS x FAS *</b>		Y	3	Y	***	Y
ND	1.65 x YRS x FAS	***	N	3	Y	***	Y
CO	2.5% x yrs <20 + 1.25% x yrs> 20 x FAS	***	N	3	N	***	NA
AZ	2% x YRS x FAS	***	N	3	Y	***	N
WY	2% x YRS x FAS	***	Ltd	5	Y	***	N
NV	** 2.5% x YRS x FAS	***	Y	3	N	***	NA
SD	1.25 x YRS x FAS	***	N	3	Y	***	Y
MN	1% x 10 YRS + 1.5% x YRS OVR 10 x FAS	***	N	5	Y	***	N
OR	1.67% x YRS x FAS	***	Y	3	Y	***	N
UT	2% X YRS x FAS	***	N	3	Y	***	Y
WA	2% x YRS x FAS	***	Ltd	5	Y	***	N
ID	1.67% x YRS x FAS	***	N	5	Y	***	Y
NM	2.5% x YRS x FAS	***	Ltd	3	Y	***	N

\* Final Average Salary.

\*\* Maximum of 75% of Salary.

\*\*\* Data obtained from 1989 Joint Publication of the National Association of State Retirement Administrators and National Council on Teacher Retirement.

**STATE OF MONTANA**  
Salary Survey Results  
January 1990

\* Indicates job match in one survey area only.

\*\* Indicates no job match.

**AVERAGE COMPARISONS OF JOB MATCHES FOR GRADE 5 - 4**  
Approximately 203 Full-Time Employees in Grade 5-4 (Excluding University System)

78.8%  
86.1%  
87.0%

**STATE OF MONTANA**  
**Salary Survey Results**  
**January 1990**

Class Number	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED FIVE + MONT.			
		Pay Structure		Actual Average	Range Min	Range Max	Participants		Survey Wgted.	Survey Wgted.	Comp. Actual	# of Org. Empl.	# of Org. Empl.	Survey Wgted.	Survey Wgted.	Comp. Actual	Market Market
		# of Org.	# of Empl.				Comp.	Actual			Market Salary						
219006	6 ADMIN CLERK I	1,027	956	1,329	40	346	88.9%	1,155	88.9%	1,155*	88.9%	1,155*	1,155*	88.9%	1,155*	88.9%	1,155*
231002	6 MAIL CLERK II	1,068	956	1,329	8	12	108.7%	982	108.8%	982*	108.8%	982*	982*	108.8%	982*	108.8%	982*
316002	6 LAUNDRY WORKER I	1,072	956	1,329	31	143	116.2%	923	116.1%	923*	116.1%	923*	923*	116.1%	923*	116.1%	923*
372002	6 SECURITY GUARD I	1,039	956	1,329	**				11	894	68.7%	1,513	68.7%	1,513*	82.3%	1,513*	82.3%
382101	6 CUSTODIAN I	1,077	956	1,329	79	543	99.7%	1,081	99.7%	1,081*	99.7%	1,081*	1,081*	99.7%	1,081*	99.7%	1,081*
899016	6 LABORER II	1,073	956	1,329	8	28	72.1%	1,487	72.1%	1,487*	72.1%	1,487*	1,487*	72.1%	1,487*	72.1%	1,487*
979001	6 MICROFILM CLERK I	1,119	956	1,329	**				10	100	96.9%	1,155	96.9%	1,155*	97.9%	97.9%	1,155*

\* Indicates job match in one survey area only.

\*\* Indicates no job match.

**COMP-RATIOS FOR GRADE 6**

Approximately 356 Full-Time Employees in Grade 6 (Excluding University System)

94.5%

96.0%

90.1%

85.6%

**STATE OF MONTANA**  
Salary Survey Results  
January 1990

\* Indicates job match in one survey area only.

\* \* Indicates no job match.

**COMP-RATIOS FOR GRADE 7**  
Approximately 677 Full-Time Employees in Grade 7 (Excluding University System)

96.9% 93.3% 96.8%

CONDENSATION FOR GRADE 7 94.0% 94.0% 93.3% 96.8%

**STATE OF MONTANA**  
**Salary Survey Results**  
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES						EMPLOYERS WITHIN MONTANA						TWELVE STATE GOVERNMENTS						COMBINED FIVE + MONT.					
			Pay Structure		Actual Average	Range Min	Range Max	Participants	Comp.	Survey	Participants	Comp.	Survey	Participants	Comp.	Survey	Participants	Comp.	Survey	Participants	Comp.	Survey				
			Mont.	State	Org.	Empl.	Actual	# of Org.	# of Empl.	Wgted. Market	Actual	# of Org.	Actual	Market	Wgted. Salary	Actual	Market	Wgted. Salary	Actual	Market	Wgted. Salary					
018010	8	SURVEY AIDE 11	1,169	1,089	1,510			**			7	499	57.8%	2,020	57.8%	2,020*	89.1%	1,312*								
029003	8	LABORATORY AIDE 11	1,260	1,089	1,510			**			11	79	87.0%	1,449	87.0%	1,449*	88.3%	1,427*								
199051	8	RESEARCH AIDE 11	1,129	1,089	1,510			**			6	42	71.3%	1,583	71.3%	1,583*	71.0%	1,590*								
201002	8	SECRETARY 11	1,230	1,089	1,510			67	321	98.0%	1,255	**					1,255*	98.0%	1,255*							
205006	8	EMPLOYMENT ASSIST	1,172	1,089	1,510			**			8	134	77.8%	1,506	77.8%	1,506*	80.6%	1,454*								
207002	8	DUPPLICATING MACHIN	1,206	1,089	1,510			6	93.3%	1,293	10	109	77.0%	1,566	77.7%	1,552	88.5%	1,363								
207007	8	WORD PROCESS OPER 111	1,197	1,089	1,510	11	20	92.1%	1,300	**							92.1%	1,300*	92.1%							
219003	8	ACCOUNTING CLERK 111	1,252	1,089	1,510	51	168	93.2%	1,343	**							93.2%	1,343*	93.2%							
219008	8	ADMIN CLERK 111	1,239	1,089	1,510	26	107	90.0%	1,376	**							90.1%	1,376*	90.1%							
355202	8	RESIDENT CARE AIDE 1	1,183	1,089	1,510	20	1,065	148.8%	795	10	2,952	75.8%	1,561	87.1%	1,358	101.9%	1,358	101.9%								
359002	8	COTTAGE LIFE ATTEN	1,180	1,089	1,510			**			8	612	58.5%	2,016	58.5%	2,016*	59.1%	1,997*								
413001	8	BRAND INSPECTOR 11	1,204	1,089	1,510			**			8	116	71.0%	1,695	71.0%	1,695*	72.8%	1,654*								
431003	8	FISH HATCHERY WRK	1,211	1,089	1,510			**			10	279	65.9%	1,837	65.9%	1,837*	76.4%	1,585*								
899001	8	MAINTENANCE WRKR 1	1,336	1,089	1,510	46	106	92.4%	1,446	**							92.4%	1,446*	92.4%							

\* Indicates job match in one survey area only.  
 \*\* Indicates no job match.

**AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 8**  
 Approximately 1,240 Full-Time Employees in Grade 8 (Excluding University System)

98.1%      70.3%

78.1%      83.8%

**STATE OF MONTANA**  
Salary Survey Results  
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED TWELVE + MONT.			
			Actual Average	Range Min	Range Max	Pay Structure	Participants Org.	# of Empl.	Comp. Actual	Survey Wgted. Market	Participants Org.	# of Empl.	Comp. Actual	Survey Wgted. Market	Participants Org.	# of Empl.	Comp. Actual	Survey Wgted. Market
017006	9	DRAFTER II	1,287	1,165	1,614		18	21	78.5%	1,638	7	91	85.1%	1,512	83.8%	1,536	85.1%	
020013	9	STATISTICAL TECH I	1,332	1,165	1,614	**	**				7	101	86.0%	1,548	86.0%	1,548*	84.8%	
079001	9	LPN I	1,236	1,165	1,614		25	230	88.6%	1,395	**				88.6%	1,395*	88.6%	1,395*
160003	9	ACCOUNTING TECH I	1,365	1,165	1,614		37	70	94.2%	1,448	**				94.2%	1,448*	94.2%	1,448*
169007	9	ADMIN ASSISTANT I	1,342	1,165	1,614	**					8	1,324	71.1%	1,889	71.0%	1,889*	81.7%	1,663*
201003	9	SECRETARY III	1,310	1,165	1,614		38	154	87.7%	1,493	**				87.7%	1,493*	87.7%	1,493*
201009	9	SECRETARY, LEGAL II	1,299	1,165	1,614		14	26	92.0%	1,411	**				92.1%	1,411*	92.1%	1,411*
203019	9	WORD PROCESS TECH	1,325	1,165	1,614	**					11	704	81.7%	1,622	81.7%	1,622*	79.6%	1,666*
213006	9	DATA ENTRY SUPV II	1,466	1,165	1,614		7	8	75.7%	1,936	**				75.7%	1,936*	75.7%	1,936*
215004	9	PAYROLL TECHNICIAN	1,349	1,165	1,614		57	67	87.6%	1,540	**				87.6%	1,540*	87.6%	1,540*
355011	9	SPECIAL DUTY AIDE I	1,350	1,165	1,614	**					5	536	104.2%	1,295	104.2%	1,295	98.5%	1,370*
382105	9	CUSTODIAL SUPV I	1,444	1,165	1,614		44	86	49.8%	2,903	**				100.8%	1,433*	100.8%	1,433*
922002	9	WAREHOUSE WORKER III	1,277	1,165	1,614		8	25	106.2%	1,202	**				106.2%	1,202*	106.2%	1,202*

\* Indicates job match in one survey area only.

\*\* Indicates no job match.

**COMP-RATIOS FOR GRADE 9**

Approximately 802 Full-Time Employees in Grade 9 (Excluding University System)

80.4%

88.6%

84.4%

88.0%

**STATE OF MONTANA**  
**Salary Survey Results**  
January 1990

Class Number	State Gr.	Class Title	Mont. State Employees				Employers Within Montana				Twelve State Governments				Combined				
			Pay Structure		Actual	Range	Range	# of Orgs.	Participants	Comp. Org.	Survey Wgted.	# of Orgs.	Participants	Comp. Org.	Survey Wgted.	# of Orgs.	Participants	Comp. Org.	Survey Wgted.
			Average	Min	Max	Empl.	Market	Actual	Market	Actual	Market	Actual	Market	Actual	Market	Actual	Market	Actual	Market
020014	10	STATISTICAL TECH 11	1,451	1,249	1,728	**		133	99.2%	1,436	**	4	47	89.8%	1,615	89.8%	1,615*	89.2%	1,626*
079002	10	LPN 11	1,424	1,249	1,728	17		65	84.3%	1,712	**			99.2%	1,436*	99.1%	1,436*		
160004	10	ACCOUNTING TECH 11	1,443	1,249	1,728	36									84.3%	1,712*	84.3%	1,712*	
166014	10	PERSONNEL TECH 11	1,516	1,249	1,728	**									79.0%	1,918	79.5%	1,901	
169008	10	SEC/ADMIN 1	1,472	1,249	1,728	27		93	102.2%	1,441	**	10	369	79.0%	1,918	102.2%	1,441*	102.2%	1,441*
213054	10	COMPUTER OPER TECH	1,480	1,249	1,728	12		14	102.3%	1,447	**				102.3%	1,447*	102.3%	1,447*	
249023	10	LIBRARY TECH 11	1,449	1,249	1,728	14		52	140.8%	1,029	10	1,130	76.1%	1,903	77.7%	1,865	114.2%	1,269	
372011	10	CORRECT'L OFCR 11	1,446	1,249	1,728	**						9	2,348	77.5%	1,866	77.5%	1,866*	100.4%	1,440*
413005	10	BAND INSPECTOR SUPV 1	1,551	1,249	1,728	**		8	29	66.1%	2,346				66.1%	2,346*	70.3%	2,207*	
899003	10	MAINT WRKR 111	1,544	1,249	1,728	29		96	95.9%	1,610	**				95.9%	1,610*	95.9%	1,610*	

\* Indicates job match in one survey area only.

\*\* Indicates no job match.

**AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 10**  
 Approximately 676 Full-Time Employees in Grade 10 (Excluding University System)

101.6%

76.8%

91.0%

85.6%

**STATE OF MONTANA**  
**Salary Survey Results**  
January 1990

Class Number	State Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS			
			Actual	Range	Range Max	Pay Structure	# of Org.	# of Emp.	Comp. Actual	Survey Wgted. Market	# of Org.	# of Emp.	Comp. Actual	Survey Wgted. Market
005023	11	DESIGN TECHNICIAN II	1,522	1,341	1,853	***	6	6	83.0%	1,771	8	1,019	65.8%	2,315*
012040	11	OFFICE SYSTEMS TECH	1,470	1,341	1,853	***	10	31	89.9%	1,537	7	94	68.2%	2,155
018003	11	ENGINEERING TECH I	1,382	1,341	1,853	***	10	31	89.9%	1,537	10	1,302	63.6%	2,132
020015	11	STATISTICIAN I	1,676	1,341	1,853	***	11	11	104	1,892	11	1,892*	64.0%	2,174
029006	11	LABORATORY TECH III	1,832	1,341	1,853	***	8	8	122	1,730	11	1,892*	88.6%	1,892*
041032	11	MICROBIOLOGIST I	1,507	1,341	1,853	***	9	9	120	1,730	105.9%	1,730	105.9%	1,730
160013	11	ACCOUNTING SPEC I	1,604	1,341	1,853	7	20	89.0%	1,815	12	513	83.7%	1,800*	83.7%
168084	11	DRIVERS SRVCS SPEC	1,577	1,341	1,853	***	9	9	120	1,730	88.4%	1,815	88.4%	1,815
191010	11	RIGHT/WAY AGENT II	1,563	1,341	1,853	***	11	11	127	1,736	9	598	90.8%	1,736*
195081	11	ELIGIBILITY TECH II	1,588	1,341	1,853	***	9	9	120	1,736	11	1,736*	90.8%	1,736*
201005	11	SECRETARY/ADM II	1,683	1,341	1,853	26	26	1,782	98.0%	1,717	2,565	88.8%	1,788*	88.8%
213046	11	COMPUTER OPER II	1,331	1,341	1,853	12	27	88.8%	1,499	**	9	1,717*	98.0%	1,717*
										**	1,499*	88.8%	1,499*	88.8%

\* Indicates job match in one survey area only.  
 \*\* Indicates no job match.

**AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 11**  
 Approximately 716 Full-Time Employees in Grade 11 (Excluding University System)

89.7%

79.7%

90.9%

81.8%

Class Number	State Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS			
			Actual	Range	Range Max	Pay Structure	# of Org.	# of Emp.	Comp. Actual	Survey Wgted. Market	# of Org.	# of Emp.	Comp. Actual	Survey Wgted. Market
005023	11	DESIGN TECHNICIAN II	1,522	1,341	1,853	***	6	6	83.0%	1,771	8	1,019	65.8%	2,315*
012040	11	OFFICE SYSTEMS TECH	1,470	1,341	1,853	***	10	31	89.9%	1,537	7	94	68.2%	2,155
018003	11	ENGINEERING TECH I	1,382	1,341	1,853	***	10	31	89.9%	1,537	10	1,302	63.6%	2,132
020015	11	STATISTICIAN I	1,676	1,341	1,853	***	11	11	104	1,892	11	1,892*	88.6%	1,511
029006	11	LABORATORY TECH III	1,832	1,341	1,853	***	8	8	122	1,730	11	1,892*	98.6%	1,700*
041032	11	MICROBIOLOGIST I	1,507	1,341	1,853	***	9	9	120	1,730	105.9%	1,730	105.9%	1,480*
160013	11	ACCOUNTING SPEC I	1,604	1,341	1,853	7	20	89.0%	1,815	12	513	83.7%	1,800*	85.8%
168084	11	DRIVERS SRVCS SPEC	1,577	1,341	1,853	***	9	9	120	1,736	11	1,736*	91.7%	1,750
191010	11	RIGHT/WAY AGENT II	1,563	1,341	1,853	***	11	11	127	1,736	11	1,736*	95.8%	1,647*
195081	11	ELIGIBILITY TECH II	1,588	1,341	1,853	***	9	9	120	1,736	11	1,736*	90.8%	1,647*
201005	11	SECRETARY/ADM II	1,683	1,341	1,853	26	26	1,782	98.0%	1,717	2,565	88.8%	1,788*	88.8%
213046	11	COMPUTER OPER II	1,331	1,341	1,853	12	27	88.8%	1,499	**	9	1,717*	98.0%	1,717*
										**	1,499*	88.8%	1,499*	88.8%

90.9%

81.8%

79.7%

90.9%

**STATE OF MONTANA**  
Salary Survey Results  
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES						EMPLOYERS WITHIN MONTANA						TWELVE STATE GOVERNMENTS						COMBINED						FIVE + MONT. *													
			Pay Structure			Participants			Comp.			Survey Wgted.			Participants			Comp.			Survey Wgted.			Compa Actual Market			Survey Wgted.			Compa Actual Market										
			Actual	Range	Range Max	# Org.	# Empl.	Market	Actual	Range	Range Max	# Org.	# Empl.	Market	Actual	Range	Range Max	# Org.	# Empl.	Market	Actual	Range	Range Max	# Org.	# Empl.	Market	Actual	Range	Range Max	# Org.	# Empl.	Market								
005014	12	CIVIL ENGINEERING SPEC	1,413	1,442	1,994	6	14	68.2%	2,072	**	8	1,032	79.2%	2,132	68.2%	2,072*	68.2%	2,072*	68.2%	2,072*	68.2%	2,072*	68.2%	2,072*	68.2%	2,072*	68.2%	2,072*	68.2%	2,072*	68.2%	2,072*								
005024	12	DESIGNER I	1,689	1,442	1,994	1	2	87.8%	1,923	**	11	98	76.5%	2,086	79.2%	2,132	89.0%	1,898	79.2%	2,132	89.0%	1,898	79.2%	2,132	89.0%	1,898	79.2%	2,132	89.0%	1,898	79.2%	2,132	89.0%	1,898						
022013	12	CHEMIST II	1,595	1,442	1,994	**																																		
075001	12	NURSE PROF I	1,633	1,442	1,994	24	980	74.5%	2,192	**	11	11	74.5%	2,192	**	2,192	74.5%	2,192*	74.5%	2,192*	74.5%	2,192*	74.5%	2,192*	74.5%	2,192*	74.5%	2,192*	74.5%	2,192*	74.5%	2,192*	74.5%	2,192*						
079034	12	MEDICAL RECORDS A	1,808	1,442	1,994	15	15	90.6%	1,996	**	15	15	90.6%	1,996	**	1,996*	90.6%	1,996*	90.6%	1,996*	90.6%	1,996*	90.6%	1,996*	90.6%	1,996*	90.6%	1,996*	90.6%	1,996*	90.6%	1,996*	90.6%	1,996*						
100024	12	LIBRARIAN I	1,768	1,442	1,994	15	33	92.1%	1,919	11	11	92.1%	1,919	11	11	11	119	71.4%	2,475	74.8%	2,364	89.3%	2,364	89.3%	2,364	89.3%	2,364	89.3%	2,364	89.3%	2,364	89.3%	2,364	89.3%	2,364	89.3%	2,364			
160014	12	ACCOUNTING SPEC II	1,677	1,442	1,994	16	29	83.9%	1,999	11	11	83.9%	1,999	11	11	11	763	76.8%	2,182	77.1%	2,175	82.1%	2,175	82.1%	2,175	82.1%	2,175	82.1%	2,175	82.1%	2,175	82.1%	2,175	82.1%	2,175	82.1%	2,175			
160075	12	AUDITOR II	1,672	1,442	1,994	**																																		
166003	12	EMPLOYMENT SRVCS	1,677	1,442	1,994	**																																		
169010	12	ADMIN ASSISTANT IV	1,765	1,442	1,994	**																																		
195082	12	ELIGIBILITY TECH SUPV	1,803	1,442	1,994	**																																		
241212	12	UI CLAIMS SPEC I	1,655	1,442	1,994	**																																		
413016	12	WILDLIFE AREA MGR I	1,972	1,442	1,994	**																																		
899005	12	MAINTENANCE SUPV I	1,833	1,442	1,994	43	52	95.8%	1,913	**	10	131	98.5%	2,002	98.5%	2,002	95.8%	1,913*	95.8%	1,913*	95.8%	1,913*	95.8%	1,913*	95.8%	1,913*	95.8%	1,913*	95.8%	1,913*	95.8%	1,913*	95.8%	1,913*	95.8%	1,913*	95.8%			

\* Indicates job match in one survey area only.

\*\* Indicates no job match.

**AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 12**  
Approximately 856 Full-Time Employees in Grade 12 (Excluding University System)

85.8% 79.7% 80.9% 87.0%

**STATE OF MONTANA**  
Salary Survey Results  
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED TWELVE + MONT.				
			Actual Average	Range Min	Range Max	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgted. Salary	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgted. Salary	Compa. Actual Market	Survey Wgted. Salary	Compa. Actual Market	Survey Wgted. Salary	Compa. Actual Market	Survey Wgted. Salary
0005015	13	CIVIL ENGINEERING SPEC	1,659	1,553	2,148	9	21	63.3%	2,622	11	534	65.4%	2,537	65.3%	2,540	71.5%	2,319	71.5%	2,319
012008	13	PROGRAM/ANALYST I	1,618	1,553	2,148	10	14	90.5%	1,787	11	411	68.7%	2,354	69.3%	2,335	81.8%	1,978	81.8%	1,978
018005	13	ENGINEERING TECH III	1,979	1,553	2,148	**				11	871	79.4%	2,492	79.4%	2,492*	91.0%	2,174*	91.0%	2,174*
040013	13	FORESTER I	1,895	1,553	2,148	**				10	278	80.4%	2,357	80.4%	2,357*	79.7%	2,377*	79.7%	2,377*
045011	13	VOCATIONAL REHAB COIN	1,707	1,553	2,148	**				10	232	86.3%	1,978	86.3%	1,978*	85.7%	1,933*	85.7%	1,933*
075002	13	NURSE PROF II	1,996	1,553	2,148	20	420	93.6%	2,133	10	399	88.6%	2,252	91.1%	2,191	93.8%	2,128	93.8%	2,128
078007	13	RADLGL TECHNLST III	1,256	1,553	2,148	16	46	66.8%	1,879	9	24	54.4%	2,308	62.0%	2,026	66.8%	1,879	66.8%	1,879
102002	13	CURATOR I	1,711	1,553	2,148	**				10	45	103.4%	1,655	103.4%	1,655*	100.5%	1,702*	100.5%	1,702*
132002	13	EDITOR II	2,117	1,553	2,148	**				10	107	89.6%	2,363	89.6%	2,363*	96.7%	2,363*	96.7%	2,363*
160015	13	ACCOUNTING SPEC III	1,854	1,553	2,148	20	31	8.9%	2,110	12	443	66.6%	2,783	67.7%	2,739	76.2%	2,433	76.2%	2,433
166058	13	PERSONNEL SPEC II	1,790	1,553	2,148	**				12	201	70.8%	2,529	70.8%	2,529*	130.4%	1,437*	130.4%	1,437*
195017	13	PROBATION/PAROLE	1,787	1,553	2,148	**				11	636	82.3%	2,171	82.3%	2,171*	86.9%	2,060*	86.9%	2,060*
199058	13	RESEARCH SPEC II	1,759	1,553	2,148	**				7	140	72.1%	2,438	72.2%	2,438*	82.4%	2,170*	82.4%	2,170*
213067	13	COMPUTER OPER III	1,862	1,553	2,148	7	11	105.7%	1,761	**									
379005	13	FISH & GAME WARDEN I	1,604	1,553	2,148	**				11	627	67.4%	2,379	67.4%	2,379*	105.7%	1,761*	105.7%	1,761*
431006	13	FISH HATCHERY SUPV I	2,049	1,553	2,148	**				12	83	86.0%	2,383	86.0%	2,383*	77.4%	2,071*	77.4%	2,071*
823006	13	COMMUNICATIONS TE	1,738	1,553	2,148	**				8	136	70.0%	2,483	70.0%	2,483*	89.5%	2,290*	89.5%	2,290*

\* Indicates job match in one survey area only.

\*\* Indicates no job match.

**AVERAGE COMPA RATIOS OF JOB MATCHES FOR GRADE 13**

83.3%

Approximately 924 Full-Time Employees in Grade 13 (Excluding University System)

84.0%

78.1%

78.3%

**STATE OF MONTANA**  
**Salary Survey Results**  
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED FIVE + MONT.				
			Actual	Average	Range Min	Range Max	Participants	Comp.	# of Org.	# of Emp.	Survey Wgt'd.	Actual Market	Participants	Comp.	# of Org.	# of Emp.	Survey Wgt'd.	Actual Market	Market Salary
001006	14	ARCHITECT 11	1,793	1,693	2,344	2,344	**	21	71.3%	2,727	7	41	58.7%	3,056	58.7%	3,056*	67.1%	2,671*	
005016	14	CIVIL ENGINEERING SPEC	1,945	1,693	2,344	2,344	**	11			7	702	74.1%	2,927	71.3%	2,727*	71.3%	2,727*	
005026	14	DESIGNER 111	2,168	1,693	2,344	2,344	**				8	72	62.9%	2,886	62.9%	2,927*	81.2%	2,672*	
024013	14	HYDROLOGIST	1,815	1,693	2,344	2,344	**				11	320	73.1%	2,599	73.1%	2,599*	74.3%	2,551*	
029023	14	ENVIRONMENTAL SPEC	1,901	1,693	2,344	2,344	**				11	259	83.8%	2,510	83.8%	2,510*	91.2%	2,506*	
041056	14	FISH/W'LIFE BIOLOGIS	2,104	1,693	2,344	2,344	**				10	69.6%	2,625	**	69.6%	2,625*	69.6%	2,625*	
045014	14	GUIDANCE COUNSELOR	1,826	1,693	2,344	2,344	3				10	142	78.5%	2,760	78.5%	2,757*	86.5%	2,503*	
045040	14	REHAB COUNSELOR SUPV	2,165	1,693	2,344	2,344	**				11	102.5%	2,137	11	101	97.1%	2,255	99.1%	2,211
078008	14	MEDICAL TECHNLST	2,190	1,693	2,344	2,344	14				12	92	86.3%	2,592	86.3%	2,086*	93.9%	2,086*	
160016	14	ACCOUNTANT 1	1,958	1,693	2,344	2,344	24				12	182	79.7%	2,311	79.7%	2,311*	89.2%	2,005*	
166026	14	EMPLOYMENT MGR 1	2,236	1,693	2,344	2,344	**				10	10	1,988	84.6%	84.6%	82.5%	82.5%	2,366*	
168031	14	HLTH CARE FCITY SR	1,842	1,693	2,344	2,344	**				10	10	1,35	77.0%	77.0%	82.5%	82.5%	2,269*	
168098	14	BUILDING CODES INSP	1,934	1,693	2,344	2,344	6				8	60	84.1%	2,299	86.7%	2,229	97.0%	1,993	
169012	14	ADMIN OFFICER 11	2,055	1,693	2,344	2,344	19				7	558	75.6%	2,717	76.5%	2,688	97.2%	2,114	
191012	14	RIGHT/WAY AGENT IV	1,589	1,693	2,344	2,344	**				10	83	54.3%	2,924*	54.3%	2,924*	58.6%	2,710*	
195114	14	SOCIAL WORKER, COM	1,872	1,693	2,344	2,344	**				10	1,988	84.6%	2,211	84.6%	2,211*	82.5%	2,269*	
196002	14	PILOT 11	2,084	1,693	2,344	2,344	1				11	2,302	90.5%	94.6%	90.5%	2,202	90.5%	2,345*	
375014	14	Hwy PAT OFFCR 11	2,122	1,693	2,344	2,344	**				10	2,575	84.2%	2,520	84.2%	2,520*	90.5%	2,343*	
378006	14	EMERGENCY MGMT SPEC 11	2,007	1,693	2,344	2,344	**				11	41	88.7%	2,263	88.7%	2,263*	108.9%	1,843*	

\* Indicates job match in one survey area only.  
 \*\* Indicates no job match.

**AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 14**  
 Approximately 989 Full-Time Employees in Grade 14 (Excluding University System)

89.9%

77.7%

84.3%

**STATE OF MONTANA**  
Salary Survey Results  
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED FIVE + MONT.			
			Actual Average	Range Min	Range Max	Pay Structure	Participants	Comp.	Survey Wgted.	# of Org.	# of Actual Emplo.	Comp. Actual	Survey Wgted.	Survey Wgted.	Compa. Actual Market	Survey Wgted.	Survey Wgted.	Compa. Actual Market
005017	15	CIVIL ENGINEERING SPEC	2,303	1,838	2,547	7	17	76.8%	2,998	**	10	318	70.4%	3,223	76.8%	2,998*	76.8%	2,998*
005054	15	ENVIRONMENTAL ENGINEER	2,268	1,838	2,547	**	17	98.5%	2,369	11	835	79.8%	2,925	72.1%	3,223*	72.1%	3,147*	
012010	15	PROGRAM/ANALYST 111	2,334	1,838	2,547	**	35	98.5%	2,369	10	100	67.5%	3,243	80.4%	2,902	87.2%	2,677	
029019	15	FORENSIC SCIENTIST	2,187	1,838	2,547	**	17	98.5%	2,369	9	64	86.1%	2,815	67.5%	3,243*	76.1%	2,876*	
040015	15	FORESTRY PRGRM OFFCR	2,423	1,838	2,547	**	17	98.5%	2,369	7	70	76.7%	2,586	86.1%	2,815*	86.6%	2,734*	
075019	15	NURSE/PUB HLTH CNS	1,984	1,838	2,547	**	17	98.5%	2,369	8	125	88.0%	2,675	76.7%	2,586*	94.1%	2,108*	
079056	15	HEALTH SVCS PRGR	2,354	1,838	2,547	**	17	98.5%	2,369	11	366	53.5%	3,691	88.0%	2,675*	87.6%	2,687*	
110002	15	LAWYER 11	1,974	1,838	2,547	12	24	85.7%	2,303	9	64	86.1%	2,815	88.0%	2,675*	87.6%	2,588	
160017	15	ACCOUNTANT 11	2,177	1,838	2,547	18	32	84.7%	2,570	**	11	37	76.7%	2,960	84.7%	2,570*	84.7%	2,570*
160114	15	BANK EXAMINER 111	2,271	1,838	2,547	**	17	98.5%	2,369	11	174	85.7%	2,641	81.7%	2,960*	81.7%	2,779*	
161165	15	MANAGEMENT ANALYST	2,264	1,838	2,547	**	17	98.5%	2,369	12	184	92.3%	2,542	91.5%	2,542*	91.5%	2,475*	
165007	15	INFORMATION OFFCR	2,347	1,838	2,547	**	17	98.5%	2,369	12	89	86.7%	2,588	95.3%	2,542*	101.5%	2,313*	
166064	15	PERSONNEL OFFCR 1	2,243	1,838	2,547	26	29	98.8%	2,269	5	170	91.8%	2,673	89.4%	2,510	95.3%	2,355	
182005	15	FIELD PROJECT MGR	2,453	1,838	2,547	**	17	98.5%	2,369	9	34	70.1%	2,909	88.7%	2,673*	88.7%	2,765*	
191008	15	REVIEW APPRAISER	2,039	1,838	2,547	**	17	98.5%	2,369	11	578	84.9%	2,619	70.4%	2,909*	80.0%	2,897*	
195115	15	COMMUNITY SOC WRK	2,224	1,838	2,547	**	17	98.5%	2,369	7	81	74.3%	3,010	84.9%	2,619*	80.0%	2,777*	
199009	15	PLANNER V	2,236	1,838	2,547	6	105.5%	2,119	10	192	76.1%	2,939	95.4%	2,345	76.1%	2,939	95.4%	2,345
375004	15	HWY PATROL LIEUT	2,461	1,838	2,547	**	17	98.5%	2,369	10	3,626	67.9%	3,626*	72.7%	3,626*	72.7%	3,387*	

\* Indicates job match in one survey area only.

\*\* Indicates no job match.

**AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 15**  
Approximately 643 Full-Time Employees in Grade 15 (Excluding University System)

90.7%

84.0%

77.2%

77.9%

**STATE OF MONTANA**  
**Salary Survey Results**  
**January 1990**

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED FIVE + MONT.			
			Pay Structure		Actual	Range	# of Participants	Comp.	Survey Wgted.	# of Participants	Comp.	Survey Wgted.	# of Participants	Comp.	Survey Wgted.	Market	Compa Actual	Survey Wgted.
			Average	Min	Max	Org.	Empl.	Actual	Market Salary	Org.	Empl.	Market Salary	Org.	Empl.	Market Salary	Market	Market	Survey Wgted.
005018	16	CIVIL ENGINEERING SPEC	2,749	2,004	2,776	9	31	73.9%	3,725	11	570	73.9%	3,719	73.9%	3,184	86.3%	3,184	
020057	16	SOFTWARE SPEC III	2,640	2,004	2,776	5	12	98.4%	2,683	11	161	78.2%	3,374	79.4%	3,326	86.8%	3,040	
029035	16	ENVIRONMENTAL PRGR	2,459	2,004	2,776	**				9	146	77.4%	3,176	77.4%	3,176*	79.9%	3,077*	
041061	16	FISH/W/LIFE REG MGR	2,667	2,004	2,776	**				11	116	86.1%	3,098	86.1%	3,098*	92.3%	2,891*	
050005	16	ECONOMIST III	2,341	2,004	2,776	**				9	33	76.4%	3,066	76.4%	3,066*	81.0%	2,892*	
075013	16	NURSE EXCEPTION	2,564	2,004	2,776	**				7	139	90.7%	2,826	90.7%	2,826*	89.4%	2,869*	
099042	16	EDUCATION PRGRM REP	2,419	2,004	2,776	**				7	301	75.2%	3,218	75.2%	3,218*	80.3%	3,012*	
160018	16	ACCOUNTANT III	2,485	2,004	2,776	20	46	81.2%	3,061	**				81.2%	3,061*	81.2%	3,061*	
161008	16	BUDGET ANALYST EXE	2,251	2,004	2,776	**				1	95	67.3%	3,346	67.3%	3,346*	79.8%	2,822*	
195006	16	HUMAN SRVCS MGR I	2,567	2,004	2,776	**				8	236	101.5%	2,528	101.5%	2,528*	109.0%	2,356*	
199045	16	PLANNING MGR I	2,573	2,004	2,776	**				7	29	73.7%	3,490	73.7%	3,490*	88.2%	2,917*	
199072	16	TELECOM SYS ANLYS	2,450	2,004	2,776	**				9	17	91.6%	2,674	91.6%	2,674*	93.5%	2,622*	
379009	16	FISH & GAME WARDEN	2,730	2,004	2,776	**				10	94	89.0%	3,066	89.0%	3,066*	102.9%	2,653*	

\* Indicates job match in one survey area only.

\*\* Indicates no job match.

**AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 16**  
 Approximately 447 Full-Time Employees in Grade 16 (Excluding University System)

83.1%

80.9%

88.5%

81.0%

**STATE OF MONTANA**  
**Salary Survey Results**  
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED TWELVE + MONT.				COMBINED FIVE + MONT.			
			Actual	Average	Range Min	Range Max	Participants	Comp.	Survey Wgtd.	Survey Wgtd.	# of Org.	# of Empl.	Comp.	Actual	Survey Wgtd.	Survey Wgtd.	Compa. Actual Market	Compa. Actual Market	Survey Wgtd. Salary	Survey Wgtd. Salary		
040046	17	RESOURCE PRGRM MGR	2,748	2,185	3,022	3,022	**				9	150	87.9%	3,126	87.9%	3,126*	69.4%	3,960*				
045117	17	PSYCHOLOGIST	2,558	2,185	3,022	3,022	**				11	119	75.7%	3,381	75.7%	3,381*	88.8%	2,881*				
075026	17	NURSING SRVCS MGR	3,139	2,185	3,022	3,022	31	78	126.9%	2,473	11	99	114.7%	2,737	119.8%	2,621	125.2%	2,507				
110003	17	LAWYER 111	2,458	2,185	3,022	3,022	9	11	92.3%	2,664	7	117	80.5%	3,054	81.4%	3,020	79.1%	3,076				
160108	17	ACCOUNTING/FS MGR	2,854	2,185	3,022	44	47	97.8%	2,981	12	136	83.4%	3,421	86.7%	3,292	93.6%	3,069					
169014	17	ADMIN OFFICER V	2,718	2,185	3,022	11	36	119.5%	2,275	5	173	74.5%	3,648	79.7%	3,411	112.3%	2,420					
169176	17	DATA PROCSS MGR 111	2,905	2,185	3,022	18	33	111.2%	2,613	12	82	72.2%	4,026	80.2%	3,621	89.0%	3,265					

\* Indicates job match in one survey area only.

\*\* Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 17  
 Approximately 234 Full-Time Employees in Grade 17 (Excluding University System)

108.7%      82.8%      94.0%

108.7%

82.8%

94.0%

**STATE OF MONTANA**  
**Salary Survey Results**  
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED TWELVE + MONT.			
			Pay Structure		Participants		Comp.		Survey Wgted.		Participants		Comp.		Survey Wgted.		Compa. Actual Market	Survey Wgted. Salary
			Actual	Average	Range Min	Range Max	# of Org.	# of Empl.	Actual Market	Survey Wgted. Salary	# of Org.	# of Empl.	Actual Market	Survey Wgted. Salary	# of Org.	# of Empl.	Actual Market	Survey Wgted. Salary
188053	22	ADM. TREATMENT SER	4,006	3,401	4,228	***					8	7	74.4%	5,386	74.4%	5,386*	79.2%	5,055*
188052	21	ADMIN PROPERTY	4,057	3,110	3,950	**					8	6	101.7%	3,989	101.7%	3,989*	112.6%	3,604*
188049	21	CAREER EXECUTIVE A	3,864	3,110	3,950	**					11	10	83.4%	4,635	83.4%	4,635*	91.6%	4,220*
188048	20	CAREER EXECUTIVE A	3,652	2,846	3,691	***					7	7	91.6%	3,987	91.6%	3,987*	97.3%	3,752*
072002	19	DENTIST I	3,093	2,606	3,453	**					9	56	65.9%	4,691	65.9%	4,691*	65.5%	4,722*
072006	19	OIST VET LVSTK INSP	3,112	2,606	3,453	**					7	20	97.5%	3,193	97.5%	3,193*	109.1%	2,853*
188047	19	CAREER EXECUTIVE A	3,383	2,606	3,453	**					7	7	81.8%	4,138	81.8%	4,138*	96.1%	3,520*
187023	19	SUPER INST	3,153	2,606	3,453	**					9	62	96.9%	3,255	96.9%	3,255*	78.3%	4,026*
005020	18	CIVIL ENGINEERING M	3,360	2,385	3,295	**					11	337	83.5%	4,022	83.5%	4,022*	93.8%	3,582*
188045	18	ADM GENERAL SRV	2,574	2,385	3,296	**					8	7	54.9%	4,687	54.9%	4,687*	56.9%	4,687*
188046	18	CAREER EXECUTIVE A	3,057	2,385	3,295	**					11	28	93.4%	3,274	93.4%	3,274*	101.9%	2,998*

\* Indicates match in one survey area only.  
 \*\* Indicates no job match.

**AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADES 18 - 21**  
 Approximately 238 Full-Time Employees in Grades 18-21 (Excluding University System)

0%

82.4%

92.5%



